

Arizona Private Sector DC vs. DB Retirement Plan Survey Results

Dec. 13, 2011



Defined Contribution and Retirement Study Committee

Methodology



- Voluntary, Online Participation
- Targeted 2011 Arizona Republic Top 100 Largest Companies, Arizona Chamber of Commerce, Greater Phoenix Leadership, Arizona Tax Research Association, Valley of the Sun Human Resource Association, Arizona Society of Human Resource Management

Responses



- 48 of 121 (40.3%) Participating Companies Employed Over 1,000
- 8 (7.2%) Companies Offer Only a DB Plan
- 74 (66.7%) Companies Offer a DC Plan
- 29 (26.1%) Companies Offer a Combination of DB and DC Plans

DC Plan Details



- Employee Contribution Rates Mirrored IRS Standards
- Employer Contribution Rates Varied From Zero
Employer Matching to 100% on up to 6% of Salary
- Average Vesting Period = 2.5 Years

DB Plan Details

- AZ Members
 - 16,156 Retirees
 - 13,681 Actives
 - 9,060 Inactive/Non-retired/Disabled/Beneficiaries
- Retirement Calculation Responses = 1% to 16%
- Average Actuarial Assumed Rate of Return = 6.035%
- Average Fund Asset Value = \$1.036 Billion
- Average Funded Percentage = 84%